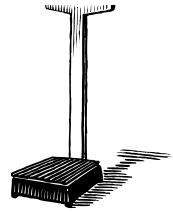




MARK YOUR CALENDAR!

City of Fond du Lac Employees 2016 Health Risk Assessments



Participation in the Health Risk Assessment (HRA) process rewards you with lower health plan premiums for 2016. The HRA process includes a biometric screening through Agnesian and completion of the Agnesian online Know & Go Assessment.

2016 Health Risk Assessments will be held in-house in August.

The HRA process includes:

- Height, Weight, Waist, Hip measurements and Blood Pressure
- A fasting* blood test analysis consisting of a Lipid/glucose panel
- Cotinine blood test (tobacco)
- Optional PSA blood draw test for men over the age of 50
- Completion of Agnesian Know & Go online HRA – Health Risk Assessment survey.

**To assure accurate blood test results, you will need to fast for 12 hours prior to the blood draw (nothing to eat or drink for 12 hours, except for water and any medications that you must take). Drinking plenty of water during the 12 hour fast will help your stomach feel fuller and make the blood draw easier. Please feel free to bring something to eat as soon as your blood test is finished.*

Important information:

- Participation in the HRA process provides savings to you on your 2017 health insurance premiums. To be eligible for the lower rate for 2017 health insurance deductions, you must have completed both the Agnesian Work & Wellness biometric screening and the Agnesian Know & Go online assessment by the specified dates. To be eligible for the lowest 2017 health insurance deductions, you must also score 84 points or more on your biometric scorecard.
- Schedule your HRA appointment as noted on the next page.
- Agnesian will upload your HRA results into Know and Go within seven days of your biometric screening. Please note: Biometric information will not be mailed to homes. You can print the results for yourself and your doctor from Know & Go. Results are not automatically sent to your doctor.
- Complete the online assessment (HRA) with Agnesian Know & Go between August 1st and October 3rd, 2016. There will be **no exceptions** allowed for completion outside of these dates.
- If you cannot participate on one of the scheduled dates at a City of Fond du Lac employee location, you must schedule an individual appointment with Agnesian Work & Wellness and complete your HRA at Agnesian Work & Wellness between August 8th and September 16th, 2016.
- Personal HRAs with individual doctors will not be accepted.

Please read the attached handout explaining the 2016 Biometric Scorecard. We strongly encourage you to participate in the 2016 HRAs. (Over)

Your health plan is committed to helping you achieve your best health status. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact a Health Coach at Agnesian (920-926-5678, 920-926-5508 or workandwellness@agnesian.com) and she will work with you to find a wellness program with the same reward that is right for you in light of your health status.



Spouses interested in participating in an HRA and the Know & Go online assessment may do so at no cost to them. The deadlines noted above apply. Your spouse will need to: 1) contact Jackie Braatz at 322-3624 to be given access to the online Agnesian Know & Go portal, and 2) schedule an assessment directly with Agnesian Work & Wellness. Spouse HRAs can only be completed at Agnesian and are not available at employee locations.

Agnesian Work & Wellness will provide us with the list of individuals participating.

A brief (5-10 minute) follow-up is available to you at no cost if you have questions about your HRA results or would like additional information. Call Agnesian Work & Wellness to schedule an appointment: 926-5678 or 926-5508.

City of Fond du Lac Employees 2016 Biometric Scorecard

The biometric scorecard will be used beginning in 2016 and will affect 2017 employee health insurance premiums.

Your 2015 HRA results will be used as the baseline for the 10% improvements made in 2016.*

What is a biometric scorecard?

Instead of earning points for participating in and self-reporting various wellness activities, the HRA results make up the scorecard.

How will points be earned in 2016?

Biometric	HRA Result	Points Earned
Systolic blood pressure (top number)	Less than 140	25 points
Diastolic blood pressure (bottom number)	Less than 90	20 points
Tobacco use (cotinine test)	No use of tobacco	15 points
Body Mass Index (BMI)	Less than 27.5 or 10% improvement over BMI Score from 2015 HRA*	15 points
LDL Cholesterol	Less than 160 or 10% improvement over LDL Cholesterol from 2015 HRA*	13 points
HDL Cholesterol	Greater than 35 or 10% improvement over HDL Cholesterol from 2015 HRA*	12 points
Health Coaching – Optional (Available Oct. 10, 2016 through July 31, 2017)	At least 3 health appointments with Agnesian health coach	Optional 15 points
Total Points Available		115
Points Needed for Highest Wellness Reward		84

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DATE	LOCATION	TIME	TO SCHEDULE APPOINTMENT, CALL
Tues. Aug. 9 th	Govt Center Room A & B	7:00 am – 8:30 am	Lisa – Ext. 3623
Wed. Aug. 10 th	Municipal Service Center	6:00 am – 7:45 am	Amber – Ext. 3544
Thurs. Aug. 11 th	Govt Center Room A & B	7:00 am – 8:30 am	Lisa – Ext. 3623
Tues. Aug. 16 th	Police Dept.	6:00* am – 9:00 am (PD employees only until 8:00 am)	Melissa – Ext. 3706
Tues. Aug. 16 th	Police Dept.	1:30-3:00pm	Melissa – Ext. 3706
Wed. Aug. 17 th	Municipal Service Center	6:00 am – 7:45 am	Amber – Ext. 3544
Thurs. Aug. 18 th	Govt Center Room A & B	7:00 am – 8:30 am	Lisa – Ext. 3623
Aug. 8 th – Sept. 16 th	Agnesian Work & Wellness (located 1 st floor-St. Agnes Clinic)	As available-call to schedule an appointment	920-926-5666

How will my earned points affect my health insurance premiums for 2017?

In 2017 there will be two levels of rewards: one for participating in the HRA (as we do now) and a second reward for reaching or exceeding the scorecard points.

No HRA	2017 Health Insurance Employee Contribution
HRA Participant	2017 Reduced Health Insurance Employee Contribution
HRA Participant earning 84 or more points	2017 Further Reduced Health Insurance Employee Contribution

Are there alternative ways to earn the highest reward?

Yes! Employees are able to work with our Agnesian health coach to seek alternative achievement criteria if necessary.

What is health coaching?

We have contracted with Agnesian to provide health coaching to interested employees. A health coach provides encouragement to utilize personal strengths and values to create change. Health coaching sessions are 15 minutes in length and will be available in person or by telephone. These are collaborative sessions discussing personal needs and wellness goals. Employees who participate in at least three sessions with an Agnesian health coach **between October 10, 2016 and July 31, 2017** will earn an additional 15 points for their 2017 scorecard. Coaching sessions can only be done once a month and deadline for sessions are July 31st.

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How do I achieve and document a 10% improvement in BMI, LDL, or HDL?

Agnesian will compare your 2015 HRA results in these areas with your 2016 results and assign any earned points accordingly. Using the health coaching services paid for by the City of Fond du Lac will be a resource for you and you can earn additional scorecard points by participating in at least three sessions. In addition, your health care provider will be another important resource for you.

Does the City of Fond du Lac receive the details of my scorecard information?

No! Agnesian will only provide Human Resources with a summary list of employees and points earned. (This is not the same as the Wellness Score you will see on Know & Go.) No one at the City of Fond du Lac will have access to employee HRA information. The summary report will be used to assign employees to the appropriate health insurance premiums.

More questions?

Feel free to contact any member of the wellness team:

Lisa Wiercinski	lwiercinski@fdl.wi.gov	322-3623
Kathryn Duveneck	kduveneck@fdl.wi.gov	322-3600
Tina Braun	tbraun@fdl.wi.gov	
Erick Gerritson	egerritson@fdl.wi.gov	322-3838
Sarah Harbridge	sharbridge@fdl.wi.gov	322-3475
Mary Leb	leb@fdlpl.org	322-3935
Arlene Mand	amand@fdl.wi.gov	322-3435
John Redmond	jredmond@fdl.wi.gov	322-3595
Tony Steffen	tsteffen@fdl.wi.gov	322-3688
Jackie Braatz	jbrazatz@fdl.wi.gov	322-3624

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